

David City Public School Board of Education
Regular Board Meeting
Wednesday, August 13, 2025 7:00 PM
Board Meeting Room at the High School
750 D St.
David City, NE 68632-1724

1. Call Meeting to Order
 - 1.1. Pledge of Allegiance
 - 1.2. Open Meetings Statement
 - 1.3. Attendance/Absence Approval
2. Student and Staff Involvement
 - 2.1. Introduce new certified staff to the school board.
3. Public Forum
4. Consent Agenda
 - 4.1. Approve Minutes of the Previous Meeting(s).
 - 4.2. Approve Claims Against the District
 - 4.3. Financial Reports
5. Board Committee Reports
6. Board Workshop/Conference Reports
7. Administrative Reports
 - 7.1. Dr. Denker
 - 7.2. Mrs. Athow
 - 7.3. Mr. Lindsley
 - 7.4. Ms. Greenfield

7.5. Ms. Romshek

7.6. Ms. Daniels

7.7. Mr. Hermelbracht

8. Discussion and Action Items

8.1. Discuss, consider, and take action on updated policy 5013 PreK Admission.

8.2. Discuss, consider, and take action on selling the house (to be moved) owned by the school district located at 712 E St. and giving the superintendent the authority to sign all related paperwork on behalf of the school district.

8.3. Enter into executive session for the sole purpose of a strategy session for real estate negotiations. No official action will be taken in executive session.

8.4. Discuss board policy 8130R board principles of conduct.

9. Personnel

9.1. Discuss, consider, and take action on volunteer coach's aide for middle school football.

10. Future Discussion and Action Items

11. Adjournment

DC Supt Monthly Board Report
August 2025
Chad Denker, Supt

Admin Days

I attended the annual conference in Kearney in July. As usual, there were several NDE updates, legislative updates, and federal updates. It is a good chance to connect with other supts. Our admin team also gets together that week and has a hours-long meeting followed by some team bonding (bowling).

Grants

We received notice that Title grant funding will now be allocated to schools, but at a lesser amount. We have not received our share of the federal grants yet.

New Teachers and Mentors

I met with new teachers for 90 minutes and teacher mentors for 30 minutes and explained our expectations and important documents such as the negotiated agreement.

Bus Drivers, Paras, School Psychs, Speech Paths

I met with each one of those groups and covered work agreements, contract days, and topics such as no pay days.

State of the Union Address

I met with the entire staff for two hours on their first day back. The staff was provided information on a variety of topics.

LB 757 Safety/Security Meeting

I conducted our first of three safety/security meetings last week. We reviewed all of the updates we had done in the past year.

Crisis Team Meeting

I attended the initial crisis team meeting led by Chad Lindsley. We updated team members and emergency operations manual pages as necessary.

Budget Work

I will have a budget and tax request proposal for you to review at our special board meeting in two weeks. I am getting closer to being ready.

Furniture

Eakes should deliver two bookcases to DC Elem for classrooms and one wardrobe to DC High for FFA jackets sometime later this month.

Community Early Childhood Meeting

I participated in a community meeting last week that focused on the shortage of daycare in our community/county.

August 13, 2025

In my inaugural week as principal of the secondary building, I have been both invigorated and humbled. I've had the privilege of meeting with staff members individually, getting to know them on a personal level and soliciting their valuable insights on the school's strengths and areas for improvement. I can unequivocally state that this staff is positive, passionate, and profoundly dedicated to our students and community. Our collective vision for the year is to be "All In" for our students, our colleagues, our personal growth, and our community.

Professional Development and Faculty Meeting

The professional development days were comprehensive, with teachers completing essential beginning-of-year training in safety, security, MANDT, CPR, transportation, and suicide awareness and prevention. New teachers delved into the **Marzano instructional model**, while all staff received updates on platforms and cognitive coaching. Most importantly, the district ensured ample time for teachers to collaborate, prepare their classrooms, and refine lesson plans. The atmosphere was one of creative energy as teachers enthusiastically worked together, shared ideas, and reconnected.

The faculty meeting centered on the district's belief that all students can learn, highlighting the importance of data while also stressing that it doesn't tell the entire story. We emphasized that before drawing conclusions from data, we must take the time to build meaningful relationships with our students. The art of teaching creates connections and solutions that aren't visible in statistics alone. We also reviewed the results of a staff survey, which sought input on what teachers valued and one area they would like to see improved with a solution-focused approach. The overwhelming response was positive, with teachers celebrating the school's supportive culture, administrative and school board backing, and exceptional students. Areas for improvement included a desire for better communication, clearer expectations, follow-through on the HCT process, and more administrative presence in classrooms.

To address communication, I developed **Scout Stream**, a centralized hub with all important information, schedules, and documents, designed to reduce email clutter. I also initiated a **Daily Update** on Scout Stream by 7:30 a.m. to provide a concise overview of key information. Discussions regarding the HCT process were postponed to the next staff meeting to ensure all voices are heard before any final decisions are made. The one-on-one meetings I held with staff throughout the week were invaluable, reinforcing my observation of a dedicated, energetic, and hardworking team. These conversations generated a wealth of ideas and action items that I will review with the administrative team this week.

Open House and Student First Days

The open house was well-attended, particularly by seventh-grade students and parents who navigated a mixture of confusion, nerves, and excitement as they located lockers, met teachers, and found their classrooms. Mr. Fish was a popular figure, assisting new students and managing schedule changes. Mr. Hermelbracht organized an activity fair in the commons, where eSports appeared to garner the most interest. He also hosted an NCA speaker for parents of athletes, providing helpful information to a small but engaged group.

The first student day will be a shortened session, featuring a welcome assembly, a presentation on expectations, and safety drills as students acclimate to their new environments. Fall practices are starting. The fall sports meeting for parents will be held at 6 p.m. The second day will be a full school day, including laptop distribution and the official start of instruction. The softball team will also have a scrimmage on Saturday.

I am deeply grateful for the trust you have placed in me to serve this community. In my brief time here, I have had the privilege of attending staff gatherings and student events and have already witnessed what a special place this is. I am excited to be a part of it, and I am **All In!**

DC Secondary Principal, Stacy Athow

Chad Lindsley
Board Report
8/13/2025

I say this every year but summer sure has flown! Going into my 26th year in education and my 6th year at David City I am still excited to see our students coming back to school to kick off a new school year. I am energized whenever I see the students coming back and entering our doors.

A few thoughts as we come into the school year...

- The flooring in the FCS room was a great upgrade in that area.
- With new leadership there is always a learning curve for everyone. I am excited to work with Mrs. Athow and the ideas she brings to our school.
- The emergency operations plan has been updated and the updated pages are being disseminated to the staff to change out in their binders.. I will email a current copy to the board.
- AI continues to be a trending topic in education and was discussed at several sessions during the admin days conference in Kearney at the end of July again this year. I also attended several attendance sessions. It was evident that attendance is an issue everywhere and schools are struggling to make progress in this area.
- On the topic of attendance, Ms. Romshek, Mrs. Greenfield, and myself met with the assistant county attorney and the attendance support program. This meeting was to make sure we are all working together in collaboration to address and support students struggling with attendance.
- The first day of school went well. We conducted a lockdown drill, a tornado drill, a fire drill, and an evacuation drill. I also put together a slideshow focusing on the Standard Response Protocol focusing on the critical elements. This will be used by teachers with students to teach them how this is used and what it is used for.

We have chosen the shirt design for our incoming Kindergartners and 7th grade students. The t-shirt design is pictured below.



David City Elementary August 2025–26 Board Report

May / June / July

May was a productive month as we wrapped up the school year, reviewed student achievement data, and collaborated with our School Improvement Team. Using this data and feedback from our recent external school visit, the team identified key priorities to guide our work in the upcoming school year.

2025–2026 School Year Priorities:

- **Continue to Build a Positive, Collaborative Climate** – Strengthening relationships among staff, students, and families to foster a supportive learning environment.
- **Improving Reading Instruction** – Enhancing literacy strategies to increase student reading proficiency.
- **Revitalizing Marzano – Our Instructional Framework** – Reaffirming and refining our instructional practices for consistent, high-quality teaching.
- **Multi-Tiered Systems of Support (MTSS)** – Providing targeted academic and behavioral interventions to meet diverse student needs.
- **Data-Based Decisions** – Using timely, accurate data to inform instruction and school improvement efforts.
- **eduCLIMBER** – Leveraging this platform for data tracking, analysis, and progress monitoring.
- **Social-Emotional Support** – Ensuring students have the skills and resources to thrive both academically and emotionally.
- **Character Strong** – Implementing this character education program to promote kindness, empathy, and respect.
- **SAEBERS** – Using this social-emotional screening tool to identify needs and guide support services.

Our focus on these priorities ensures we begin the school year with clear direction, a strong instructional plan, and a continued commitment to student growth and well-being.

In June and July, grade-level teams continued their curriculum work, finalizing updates to the math curriculum and writing assessments. The PBIS Team was also very active, meeting four times over the summer and completing the following:

- Established roles for each team member
- Updated schoolwide expectations and created a PBIS matrix
- Designed an expectations slideshow for classroom teachers to present to students
- Developed a checklist for teaching expectations
- Created Playground Expectation Rings for all staff
- Designed new posters for common areas
- Compiled a PBIS “Playbook” for staff use
- Updated weekly Positive Ticket Drawing procedures
- Scheduled PBIS meetings for the upcoming school year
- Sent out SCOUT Camp Day invitations
- Planned SCOUT Camp Day activities for the year

This collaborative work over the summer has laid a strong foundation for the 2025–2026 school year, ensuring we begin with clear priorities, updated instructional resources, and consistent systems to support both academic growth and a positive school climate.

This year, our **Carnival of Learning** theme celebrates the joy, excitement, and wonder of learning, just like a carnival brings joy to a community! It’s a way to create a school environment where curiosity is celebrated, talents are showcased, and every student has a chance to shine. Much like a carnival offers many attractions, our classrooms will provide a variety of engaging, hands-on, standards-based learning experiences. We want students to feel energized about their education and motivated to explore new ideas.

August

August has been a flurry of excitement as staff prepared their classrooms and welcomed the upcoming school year. Doors and hallway displays are bursting with carnival-themed decorations, perfectly matching our “Carnival of Learning” theme. The bright, welcoming spaces set the stage for making learning both fun and meaningful.

This summer, many staff members participated in professional development opportunities including Kagan, MANDT, Pyramid, Marzano, CPR, and other training to strengthen instructional practices and ensure student safety.

I attended Administrator Days with the rest of our administrative team, and it was an inspiring experience. Not only did we connect with other leaders across the state, but the sessions I attended provided valuable insights to help me continue to grow as a leader.

Open House

Our Open House on Friday, August 8th was a wonderful success, with an impressive 86% attendance rate. Two hundred and fifty students came to meet their teachers, explore classrooms, and drop off supplies, all while soaking in the excitement for the year ahead. At the same time, the Backpack fundraiser was in full swing. Mrs. Glodowski reported that approximately 140 people attended. Thanks to the generosity of our community, the funds raised will provide many meals for students in need. We are truly grateful to everyone who participated and supported this important cause.

New Staff

We are thrilled to welcome several outstanding new team members to ScoutNation this year!

- **Special Education:** Miss Madison Spatz (soon-to-be Mrs. Makovicka) and Mrs. Eileen Gahan
- **School Psychologists:** Mrs. Jennifer Johnson and Mrs. Annie Chrisman
- **Classroom Teachers:** Miss Olivia Drozd – 1st Grade, Miss Karli Bracht (soon-to-be Mrs. Hanson) – 2nd Grade, Mrs. Jane Kroese – 3rd Grade, Miss Taylor Nitzsche – 5th Grade, Miss Jennifer Hanna – 6th Grade
- **Preschool Paraprofessionals:** Miss Emily Ewert and Mrs. Kris Roper
- **Custodial Staff:** Ms. Tammy Teply

We're so fortunate to have these talented individuals on our team, and we know they'll make a positive impact on our students and school community. Welcome to ScoutNation!

Enrollment

David City Elementary's PreK–6th grade enrollment is currently 290 students. Sixth grade is our largest class with 42 students, and our smallest class is third grade with 28 students. Our preschool program is at full capacity with three classrooms, and we currently have six students on the waiting list.

Building Updates

Over the summer, several improvements were made to enhance safety, functionality, and the overall learning environment:

- Phones installed in all rooms for improved communication and safety
- Room numbers added to the inside of all doors for quick identification
- Kitchen remodel to better serve students and staff
- Tire mulch installed on playgrounds for added safety and play value
- Air conditioner installed in the preschool to keep our youngest learners comfortable year-round
- New sensory room created to support students' self-regulation and sensory needs

These updates reflect our ongoing commitment to creating a safe, welcoming, and student-centered school environment.

I am truly looking forward to the 2025–26 school year! With our dedicated staff, enthusiastic students, supportive families, and exciting new updates, I know it will be a year filled with learning, growth, and memorable moments for everyone in ScoutNation.

Let the show begin!

Mrs. Greenfield
Principal, David City Elementary

Bellwood Board of Education Report
August 2025

Welcome back to the 2025-26 School Year! It is crazy to think how quickly the summer went. However, I am super excited to begin my fourth year at Bellwood Elementary.

Summer Activities

I did get several days away from school this summer, and I am grateful for that. I also spent a lot of time preparing things for the upcoming school year.

- I did attend Mandt refresher training with Mrs. Papa this summer. This is the first time she has hosted these trainings, and I thought she did a fabulous job!
- I attended Conscious Discipline training with the preschool staff in June. Conscious Discipline is the social emotional curriculum that is included in Frog Street. This was a great training and really gave preschool staff more tools to utilize and a deeper understanding of this approach.
- I did attend Administrator Days in Kearney at the end of July. I did attend some good sessions which were helpful to prepare for this year.
 - A lot of the sessions I went to were about reading and improving attendance. Both of these topics were very timely as these are areas for focus for us at the elementary level this year.
 - Thomas Murray was the closing speaker, and he talked about building culture. He made some great points that were great reminders on how to continue to build a positive culture at school. Mrs. Greenfield and I utilized some of the things from his session in our opening presentation with staff.
 - Most of all, it was good team building, and it was a great opportunity to get to know Mrs. Athow and talk through things as a team.

Building Update

Bellwood Elementary looks amazing and is ready for the 2025-26 school year. The kitchen remodeling was a huge undertaking, but it looks amazing. A special thanks to Mark Kobza, Morganna Lukert, Kaci Aldrich, Joyce Varicek, Mary Hough and everyone else from David City who pitched in to make the kitchen remodel possible. All of these projects were completed at Bellwood this summer.

- The final asbestos in our building has been removed.
- A new water heater has been installed.
- Two classrooms, the kitchen and the lounge were painted.
- The kitchen received new flooring, and some repairs were made to the drains in the kitchen. There has been an extensive amount of work done in the kitchen, and you will have to top in an check it out when you are in.
- The lighting in the gym is being replaced with LED lighting..
- We received new shelves for a couple of classrooms.
- The kindergarten door has been replaced to block out sound better.
- We received two new copiers.
- More playground mulch was added.
- Cement was replaced next to the kitchen.
- A new bell system was installed.
- We will be getting new heaters in our entry ways.



Thanks again for making the upkeep of Bellwood Elementary a priority.

New Staff at Bellwood Elementary

We are excited to welcome the following new certified staff members to Bellwood Elementary this year.

- Mrs. Payton (Andel) Eickmeier will be the 4th Grade Teacher.
- Miss Peyton Gissler will be the 2nd Grade Teacher.
- Mrs. Amy Williams will be the new Title I Teacher.

These three ladies have put a lot of work into getting ready for the school year, and I think they will all bring great things to their positions.



To the right is our group staff photo from the first day.

Theme for the 2024-25 School Year

Bellwood Elementary's theme for the 2025-26 School Year is outer space with the slogan:

Bellwood Elementary Students are OUT OF THIS WORLD!

- We have a lot of different decorations throughout the building and in the classrooms centered around this theme. We also have some different activities for the year planned around the theme.
 - Pictured to the right is our cafeteria challenge for the year. Mrs. Lukert made a galaxy for each class with a picture of their teacher on the front as an astronaut. When students have positive behavior in the gym, they will receive a sticker with an item from the galaxy. When their class earns 22 galactical items, they receive a class prize. This year, we came up with a long list of different prizes for classes to earn, many of which have to do with outer space.



Attendance Challenge

- We will once again be challenging students at Bellwood Elementary to miss 5 days of school or less for the entire school year. We will have quarterly drawings as well as an attendance celebration at the end of the year. This year, students will get to dunk a teacher or the principal and get to participate in a fun activity.
- We will also give the class with the best attendance each quarter a pizza party.

Open House

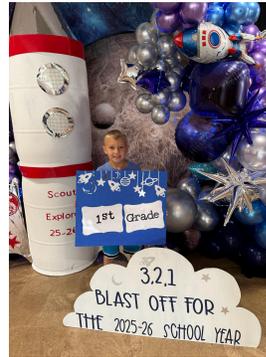
- Our Open House on August 8th went well. There were a lot of questions from new parents I felt like the building and classrooms really looked sharp for Open House.

First Day of School

As always, there was a lot going on for our first day of school.

- With our theme being outer space, I chose to celebrate the first day with the slogan "Blasting off for the 2024-25 School Year."

- I greeted students out front dressed as Mrs. Frizzle from *The Magic School Bus Gets Lost in Space*.
- When we taught PBIS expectations, each student had a galaxy walk to fill out with stickers for the planets.
- We have 16 new students in our building this year that were not at Bellwood Elementary last year. 10 of these students are in preschool, 3 in kindergarten, 1 in 3rd, 1 in 4th, and 1 in 5th grade. These new students seemed to do well on the first day of school.
- A photo booth was in the lobby for each student to take a first day picture and each class to take a class picture. We do things with these 1st day pictures throughout the year.
- It was a very busy first day of school, but overall, it went really well.
- Thanks for the ice cream sundae treats for the staff. That was sure a great treat on the first day of school.



CLSD Grant

The exciting news at the elementary level is that we were awarded a CLSD grant. We received \$65,000 a year for five years (as long as the funding stream continues). That is \$325,000 over 5 years to support our kindergarten to 5th grade students in reading. Our plans are to utilize these funds to fill in some gaps in our intervention bank and to work with the UNL Words program starting in January of this year. Here is a summary of the UNL Words program: [Link to Summary](#). Our Grant Award Notification should be coming soon now that the Nebraska State Board of Education has approved it. We will be meeting with the state department soon to discuss next steps. ESU 7 also received a PK-12 CLSD grant, and we are a part of their consortium. With the state board's goal of having 75% of 3rd graders being proficient on the NSCAS by 2030, this grant will be very essential in helping us improve our reading instruction.

Overall, I am extremely excited for the upcoming school year. As you can tell, we have a lot of great things planned for the year ahead. If you have any questions, do not hesitate to reach out to me.

Peggy Romshek
Bellwood Elementary Principal

8/11/2025

School Board Report: Special Education

Submitted by: Kari Daniels

Welcome back! We can't wait for students to be roaming the halls again. As much fun as it is to see our colleagues, schools are meant to be filled with students.

The first week of August was very busy with the multiple trainings that took place. The special education department is excited to be welcoming two new teachers and two new school psychologists. The chance to review our processes and procedures along with the opportunity to see things from fresh perspectives is what helps us continue to grow as professionals. We are sincerely looking forward to being able to provide our students with the supports they need to help them succeed.

Our special education department meeting contained all of the regular things you might expect from a department meeting including introductions, sharing summer highlights as well as a review of general expectations. One topic that was also covered was 'Special Education in the News'. I wanted to share with you something that recently made the news here in our state.

"Over the last five years, the cost of providing ABA services in Nebraska has skyrocketed. In 2020, Medicaid paid \$4.6 million for ABA services. Last year, that number exceeded \$85 million, a more than 2,000% increase. DHHS has taken several steps over the past year to rein in the unsustainable costs."

<https://dhhs.ne.gov/Pages/DHHS-Statement-Regarding-State-Auditors-Audit-of-Applied-Behavioral-Analysis.aspx>

Applied Behavior Analysis therapy is often associated with services for those on the autism spectrum. There has been a push, by many, new private companies in Nebraska, to begin offering these services in the public schools. This topic has divided the autism advocacy community.

All Scouts Have Power

Activities Director Monthly Report 8/13/25

Overall

- Most of the worker assignments have been filled for fall activities
- Met with all coaches and sponsors to discuss/ review procedures and expectations.
- Nebraska Coaches Association Speaker Darin Boysen Spoke at Open House, had a great message, but not well attended.
- Final Forms is going as expected. It will be a great asset to our coaches to better communicate with parents.
- Held Parents Meeting on Monday, August 11th.

Participation Numbers (based on Final Forms sign-ups)

- Football - 40
- Volleyball - 27
- Softball - 25
- Cross Country - 23 (7th - 12th)
- MS Football - 30
- MS Volleyball - 28

Schedule

- Pink Games
 - Thursday, October 2nd: Softball
 - Thursday, October 2nd: Cross Country
 - Friday, October 17th: Football
 - Friday, October 24th: Volleyball
- Parents Nights
 - Football - 10/17
 - Softball - 9/15
 - Volleyball - 10/24
 - Cross Country - 9/5
 - Marching Band - 9/5

StudentsPreKindergarten AdmissionMinimum and Maximum Age:

A child shall be eligible for admission into PreKindergarten at the beginning of the school year if the child is three years of age on or before July 31 of the calendar year in which the school year for which the child is seeking admission begins. A child who is six years of age on or before July 31 of the calendar year in which the school year for which the child is seeking admission is not eligible to attend.

Tuition Rates and Meal Costs For Resident PreKindergarten Students:

Students who qualify for special education services will be charged \$45 tuition and fees each month to help defray the costs of providing breakfast and lunch each school day.

Students and their families who qualify for free meals at the K-12 level will be charged \$45 tuition and fees each month to help defray the costs of providing breakfast and lunch each school day.

Students and their families who qualify for reduced meals at the K-12 level will be charged \$130 tuition and fees each month to help defray the costs of providing breakfast and lunch each school day.

Students and their families who do not qualify for free or reduced meals at the K-12 level will be charged \$220 tuition and fees each month to help defray the costs of providing breakfast and lunch each school day.

Tuition and fee payments are due on the 10th of each month. The first payment is due on August 10th each year and the last payment is due on April 10th of each year. No payment is required in May. Tuition and fees are per PreKindergarten student and not per family.

Tuition Rates and Meal Costs For Non-Resident Pre-Kindergarten Students:

Regardless of income level, students and their families will be charged \$220 tuition and fees each month to defray the costs of providing breakfast and lunch each school day. Tuition and fees are per PreKindergarten student and not per family.

Tuition and fee payments are due on the 10th of each month. The first payment is due on August 10th each year and the last payment is due on April 10th of each year. No payment is required in May. Tuition and fees are per PreKindergarten student and not per family.

Classroom Capacity:

Classroom capacity will be set depending upon the classroom size. Currently, PreKindergarten capacity in Bellwood is 19 and PreKindergarten capacity in David City is 56 (19/19/18). However, classroom capacity can change based on the number of teachers available each school year and the special needs of the students enrolled.

Enrollment:

Enrollment paperwork will be available for students and their families no later than February 15 of each year. PreKindergarten round-up will be held prior to March 15 each year. Resident students and their families will be given enrollment priority. Students age 4 and students with special needs and on an IFSP or IEP will be given priority over students age 3 or age 5.

If registration numbers reach 17 in each classroom, no non-resident students will be admitted. If registration numbers are less than 17 in each classroom as of March 30, non-resident students will be admitted until the classroom enrollment reaches 17. Non-resident students who have older siblings already attending David City Public Schools, would be given priority over other non-resident students that do not. Non-resident students age 4 will be given priority over non-resident students age 3 or age 5.

First Priority:

Resident students age 4 with or without an IFSP or IEP

Resident students age 3 with an IFSP or IEP

Resident students age 3

Resident students age 5 with an IFSP or IEP

Resident students age 5

Nonresident students age 4 who have an older sibling currently attending DCPS

Nonresident students age 3 who have an older sibling currently attending DCPS

Nonresident students age 4

Nonresident students age 3

Nonresident students age 5 who have an older sibling currently attending DCPS

Nonresident students age 5

Secondary Priority:

Students who already have a sibling enrolled in the school district.

Students of employees of the school district.

The date the application was received once enrollment paperwork is available in the spring.

Transportation:

PreKindergarten students will be allowed to ride school transportation if the bus or small vehicle is not at capacity. Resident PreKindergarten students will receive priority. Families must meet the bus or small vehicle at one of the already scheduled pick-up points for K-12 students or provide their own transportation.

PreKindergarten students and their families will not be eligible for mileage reimbursement since PreKindergarten is not a required program. The only exception is for resident PreKindergarten students who qualify for an IFSP and school-provided transportation is part of their IFSP or IEP.

Date Adopted: July 9, 2025

Date Revised: August 13, 2025

PRINCIPLES OF CONDUCT
DAVID CITY PUBLIC SCHOOLS

The Board of Education is committed to ensuring the public, staff, and students that school board members will govern through policy. In accordance with this belief and by adoption of this policy, each board member commits to following the Board Code of Conduct.

The members of the David City Public Schools Board of Education willingly agree, to the best of their ability, to:

- Recognize that authority rests not with individual members of the board, but within a legal session of the board; respecting and abiding by the majority decision of the board.
- Consistently uphold all applicable local, state, and federal laws, rules, and policies.
- Attend all regularly scheduled board meetings, insofar as possible, and diligently prepare for meetings by reviewing in advance the material provided.
- Remain informed of local, state, and national educational developments of significance, remaining current on needs and requirements pertaining to educational issues through individual study and participation in board development opportunities.
- Consider the needs of the entire community and vote in the best interest of students, staff, and the educational program.
- Encourage individual board member free expression of ideas, listen without judgement, engage in thoughtful deliberation, and maintain open communication between all stakeholders.
- Complete the Conflict of Interest form, and not use the school district or any part of the school district program for my own personal advantage or for the advantage of my friends or supporters.
- Abide by the Open Meetings Law and only enter closed session of the board if the situation requires it and consider “secret” sessions of the board violations of the law.
- Recognize that promising in advance of a meeting how I will vote on any item prohibits open discussion and inhibits transparency.
- Retain independent judgement and refuse to surrender that judgment to individual or special interest groups.
- Respect the confidentiality of privileged information, as prescribed by law.
- Prioritize policymaking, budget, goal setting, school district strategic planning process and evaluation, and the effects on increasing student learning and achievement, ensuring efficient use of educational resources.
- Act only as a member of the board and do not assume any individual authority when the board is not in session and take no private action that will compromise the board, administration, or the district.
- Request recommendations from the superintendent and consider legal counsel advice for the board when required for full and informed board consideration of issues requiring legal expertise.
- Acknowledge that the superintendent of schools and his or her staff are responsible and accountable for the delivery of the educational programs and the conduct of school operations.
- Adhere to and encourage others to follow the Chain of Command regarding complaints, requests, and concerns related to the school district.

- Ensure strong management of the school system by hiring and evaluating the superintendent, collaborating toward a common vision and goals for the district.
- Hold the superintendent accountable by jointly creating job performance standards and at least annually performing a comprehensive evaluation based on the job description, contract, and superintendent goals.
- Provide policy support for school administrators in the performance of their duties and delegate authority commensurate with those responsibilities.
- Recognize the board president (or designee) will speak as the official voice of the board. A single board member will not represent the board without the consent of the board, and board members making personal statements (in any format, including speeches, articles, social media posts, etc.) should clearly state these statements are their opinion and not the position of the board.
- Acknowledge the different roles that we play as individuals (board member, patron, parent, etc.).

Policy Adopted: February 11, 2015
Policy Reviewed/Revised: November 9, 2020; May 8, 2024